

Commonwealth of Massachusetts
Department of Telecommunications and Energy
Fitchburg Gas and Electric Light Company
Docket Nos. D.T.E. 02-24 and D.T.E. 02-25
Responses to the Department's Fourth Set of Information Requests

Request No. DTE 4-9:

Refer to the testimony of Mark H. Collin at 40 (Gas). Please provide a copy of the policy or policies describing the cash incentive program. Please indicate what criteria the Board of Directors uses to determine whether the cash incentive is paid to an eligible employee and the basis for the amount granted to an employee. As part of this response, please indicate whether different criteria are applied to the Company's gas and electric divisions.

Response:

Attached are copies of the Unitil Corporation Incentive Plan (Common Discovery* Attachment 1) and the Unitil Corporation Management Incentive Plan (Common Discovery* Attachment 2). The Board of Directors establishes the goals each year for the incentive plan. Attached is a copy of the goals and results for 2001 (Common Discovery* Attachment 3). The same criteria/goals are applied to all eligible employees in both incentive plans regardless of company or division.

*Common Discovery is any attachment that is identical for D.T.E. 02-24 and D.T.E. 02-25.

Person Responsible: Mark H. Collin